



TTI  
SUCCESS  
INSIGHTS®

# Emotional Quotient™

## Leadership Version

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Operations

ABC Company

3-4-2026

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# Introduction

## TTI Emotional Quotient™



The TTI Emotional Quotient Report is designed to help individuals build awareness of five interrelated areas of emotional intelligence. It provides insights into current levels of activity across these areas, highlights how each may influence actions, and offers practical ideas for improvement. This report does not label, judge, or prescribe; it supports growth by helping individuals reflect on how they show up and interact with the world around them.

Emotional Intelligence (EQ) describes how individuals perceive, understand, and manage emotional information, both their own and that of others. It is not fixed or static; rather, it represents a set of internal and interpersonal capabilities that can be strengthened over time through increased awareness, intentional practice, and reflection.

### Use this report to:

- Understand the emotional patterns that shape thinking, decisions, and actions.
- Recognize how different dimensions of EQ influence personal and professional performance.
- Identify growth opportunities tailored to individual strengths and blind spots.

This report is intended to support deeper self-awareness, encourage meaningful self-reflection, and offer accessible ways to translate insight into everyday impact.

# Introduction

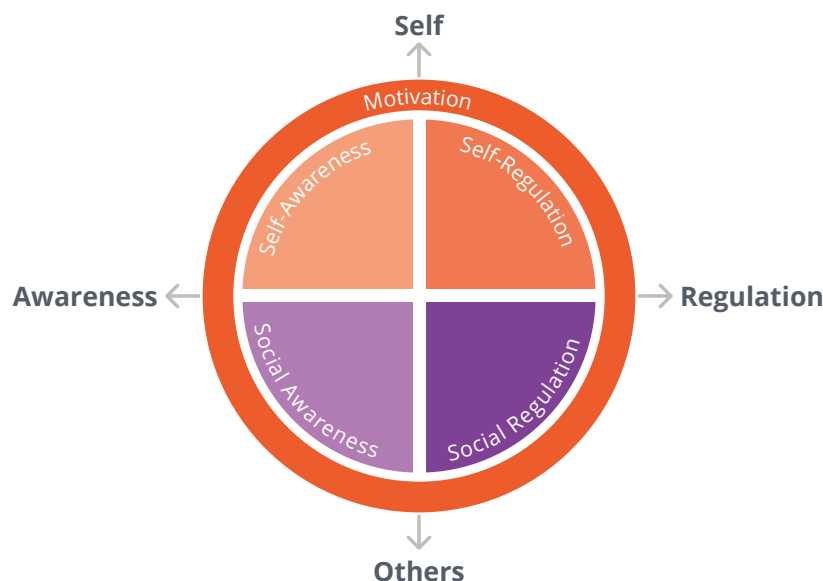


## A Framework of Emotional Intelligence

This report is structured around five core dimensions of Emotional Intelligence. Each dimension reflects a distinct, yet interconnected, aspect of how emotions are perceived, processed, and applied. Together, they provide a comprehensive picture of how emotional patterns influence performance, relationships, and well-being.

- **Self-Awareness** is the ability to recognize and understand your moods, emotions, and drives. This dimension explores how actively a person notices and reflects on their emotions and the effect those emotions may have.
- **Self-Regulation** is the ability to control or redirect disruptive impulses and moods, and the tendency to suspend judgment and think before acting. This dimension explores how consistently emotional responses are managed and redirected to maintain balance and focus.
- **Motivation** is the passion to work for reasons that go beyond external drives such as knowledge, utility, surroundings, others, power, or methodology, and is based on an internal drive or tendency to pursue goals with energy and persistence. This dimension explores how purposeful emotional energy is channeled into meaningful goals and sustained effort.
- **Social Awareness** is the ability to understand the emotional makeup of other people and how your words and actions affect them. This dimension explores how attentively emotional cues in others are recognized and interpreted in social situations.
- **Social Regulation** is the ability to influence the emotional clarity of others through skill in managing relationships and building networks. This dimension explores how intentionally emotional dynamics are managed to guide interactions and support positive outcomes.

This report uses this framework to highlight current levels of activity, offer practical growth strategies, and explore how each area may influence day-to-day outcomes.



# General Characteristics

## Self Dimension

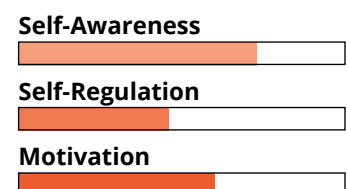


*This section provides insight into how Steven typically engages with internal emotional experiences. It explores general patterns in how he notices, manages, and channels emotional energy. The feedback reflects current levels of activity across the Self-Awareness, Self-Regulation, and Motivation dimensions. Use this section to understand how Steven's personal focus may influence self-management, goal-setting, and leadership consistency under pressure.*

Steven senses emotional shifts but may not connect those changes to Steven's drive or effectiveness. He occasionally identifies emotional reactions, though the broader pattern may be unclear. While Steven may notice shifting emotions, choosing how to direct emotional energy is not always deliberate. He knows his surface-level strengths but has less clarity about development areas. Basic emotional states are often recognized, though Steven may struggle to unpack deeper meaning or implications. He often realizes emotional interference after a decision or reaction has already happened.

Steven may find it challenging to stay centered when emotional tension rises, which can affect his presence and task focus. Emotional expression may swing between undersharing and oversharing, depending on context for him. Following disruption, Steven finds it challenging to return to balance. He tries to stay composed under pressure, but emotional intensity often becomes visible. When faced with ambiguity, Steven often feels emotionally unsettled or mentally stuck. He may struggle to manage reactions as intensity and pressure increases.

Steven tends to lose drive when early effort does not lead to progress. Emotional energy and daily action don't always feel connected for him. In day-to-day tasks, Steven can lose attention, leading to reduced continuity. Once energy drops, Steven often finds it difficult to reignite his motivation. Steven may hesitate to fully commit to stretch goals when the emotional demand feels high. He can struggle to shift emotional energy into action when faced with demanding tasks.



# General Characteristics

## Others Dimension



*This section provides insight into how Steven typically engages with the emotions of others. It explores general patterns in how he interprets emotional cues and manages interpersonal dynamics. The feedback reflects current levels of activity across the Social Awareness and Social Regulation dimensions. Use this section to understand how Steven's awareness of others and approach to relationships may influence his team communication, ability to manage group dynamics, and leadership impact.*

Steven often detects emotional contradictions in speech and considers what these may signal. When words and emotions misalign, Steven tends to notice and reflect before responding. He often considers cultural or situational factors when reading emotions. When seeing signs of struggle, Steven tends to consider the emotional significance of the moment. Steven often notices subtle social cues and uses them to interpret underlying meaning. Group dynamics are often factored in when Steven evaluates others' emotional experience.

Steven engages in resolving issues occasionally, but might not always take the lead. He contributes to group conversations with purpose, though may not always create the emotional connection that helps others engage with his ideas. He contributes views from time to time, but is not always engaged in shaping group outcomes. He may not always capitalize on opportunities to encourage others during emotionally low or uncertain moments. Steven may use a consistent influence style, even when a different tone may be more effective. When presenting ideas, Steven communicates clearly, but the message might not always create shared alignment.

**Social Awareness**



**Social Regulation**



# Emotional Quotient Graph

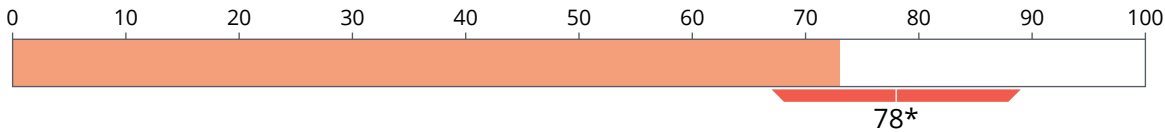


## The Five Dimensions of Emotional Intelligence

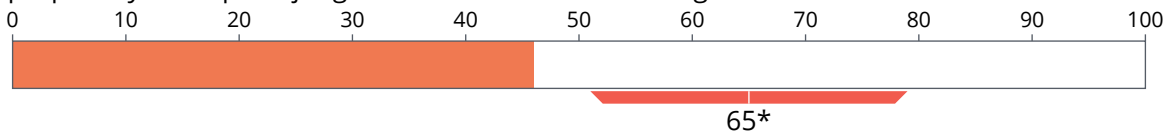
This section provides a visual summary of how actively each of the five dimensions may be reflected in Steven's day-to-day actions, decision-making, and interaction. Rather than labeling ability, this information is designed to support reflection, highlight his natural tendencies, and identify opportunities for growth. Use this section to reflect on what's working in leadership situations, what may feel less natural, and where focused action could support stronger influence, alignment, and connection with others.

### Self Dimension

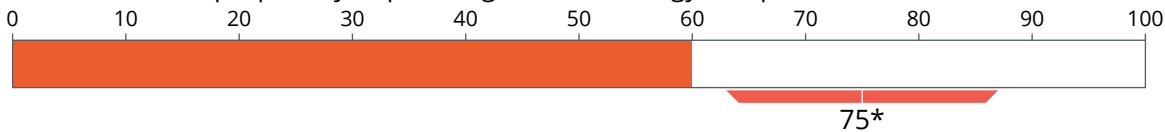
**Self-Awareness** - The ability to recognize and understand your moods, emotions and drives, as well as their effect on others.



**Self-Regulation** - The ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting.

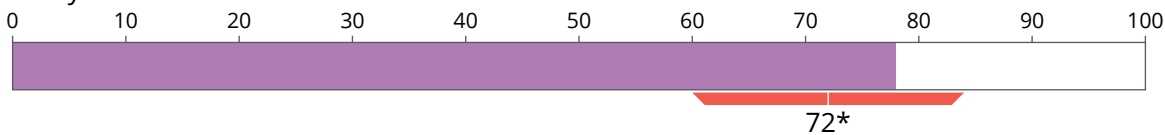


**Motivation** - A passion to work for reasons that go beyond the external drive for knowledge, utility, surroundings, others, power or methodology and are based on an internal drive or propensity to pursue goals with energy and persistence.

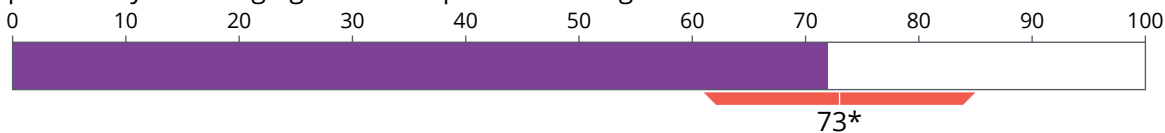


### Others Dimension

**Social Awareness** - The ability to understand the emotional makeup of other people and how your words and actions affect others.



**Social Regulation** - The ability to influence the emotional clarity of others through a proficiency in managing relationships and building networks.



\* 68% of the population falls within the shaded area.

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# Emotional Quotient Activity Snapshot

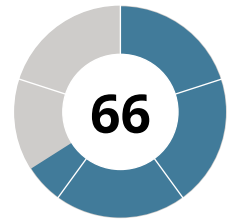


## Exploring Emotional Themes & Patterns

This section provides a high-level summary of how actively the emotional dimensions explored in this report may be influencing Steven's actions, decision-making, and interaction. Each graph consolidates related areas of focus, offering a broader view of personal and interpersonal emotional activity. Use this section to reflect on how emotional focus and regulation may influence leadership presence, team dynamics, and day-to-day decision-making.

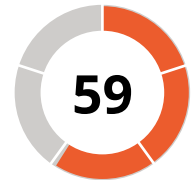
### Total EQ Score

A combined view across all five dimensions, reflecting the overall level of emotional activity that may be shaping thoughts, actions, and interactions with others.



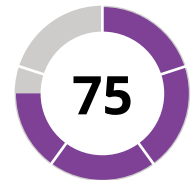
#### Self Dimension Score

A consolidated score drawn from Self-Awareness, Self-Regulation, and Motivation. This score reflects how consistently emotions are recognized, understood, and channeled toward meaningful outcomes.



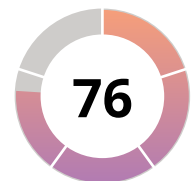
#### Others Dimension Score

A consolidated score based on Social Awareness and Social Regulation. This score shows how actively emotional cues are perceived in others and how relationships are managed to support effective outcomes.



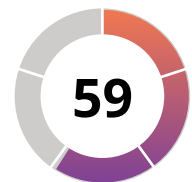
#### Awareness Dimension Score

A consolidated score based on Self-Awareness and Social Awareness. This score reflects how actively emotional signals are perceived, both internally and in others.



#### Regulation Dimension Score

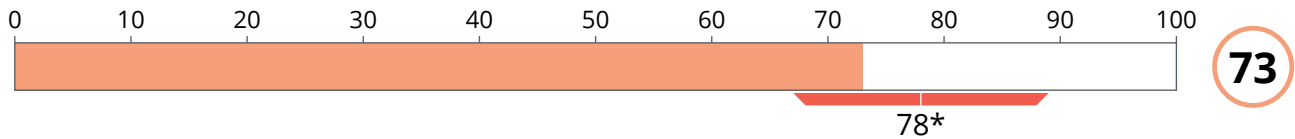
A consolidated score based on Self-Regulation and Social Regulation. This score reflects how emotions are managed in both personal and interpersonal contexts to support stability, collaboration, and results.



# Self-Awareness



This section explores how actively Steven perceives his emotional states and patterns. Self-Awareness reflects the degree to which he is able to notice, label, and understand his emotional experiences and how those states may influence his thoughts or actions. Use this section to help him reflect on how emotional self-awareness may support sound judgment, presence, and authentic leadership.



Steven shows signs of emotional awareness, though it may be more available in certain settings or situations. Building habits of reflection can help him clarify how mood and mindset shape everyday choices. This result points to an emerging self-awareness foundation that can be strengthened through practice.

## Growth Activities

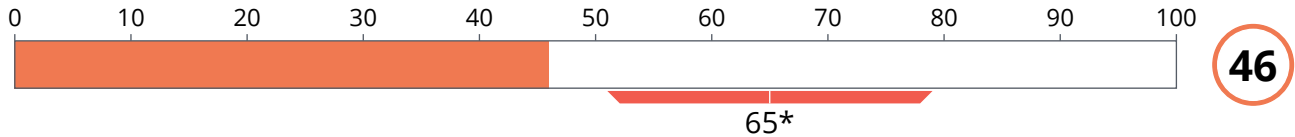
Based on Steven's Self-Awareness score, below is a list of potential ways for him to continue to grow and refine the ability to perceive his emotional states and patterns:

1. After one conversation per day this week, consider whether tone matched the intent.
2. Track which types of events tend to produce strong emotional responses. Identify one personal trigger.
3. During emotionally reactive moments, track internal self-talk for patterns of support or stress.
4. Use a daily journal prompt to ask, "What value did I act on today, and how did it feel?"
5. After one personal or professional decision this week, pause to reflect on how emotions may have shaped the outcome or process.
6. Track three moments this week that caused an emotional shift. Describe the pattern or cause.
7. After completing three tasks this week, pause briefly to consider how emotions may have influenced the choice to start or delay it.

# Self-Regulation



This section explores how actively Steven manages emotional responses in a consistent and intentional way. Self-Regulation reflects the degree to which he maintains emotional balance and redirects disruptive impulses in service of stability and focus. Use this section to help him explore how emotional steadiness may support composure, decision-making, and resilience in leadership.



Steven may find it challenging to manage internal intensity or recover focus during emotional disruption. Learning to recognize early signs of escalation can help him pause, reframe, and redirect emotional energy. This result suggests Steven could benefit from building recovery and impulse management habits.

## Growth Activities

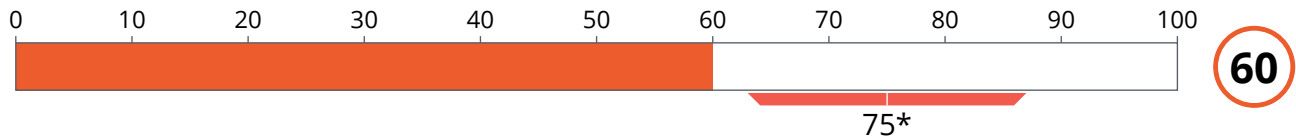
Based on Steven's Self-Regulation score, below is a list of potential ways for him to enhance emotional control and reactivity in order to incorporate emotional energy into productive pursuits while managing impulses and disruptions:

1. Choose one moment this week when focus is difficult. Pause and note what emotion or thought is present.
2. At the end of each day, write one sentence about what was outside control and release it.
3. Ask internally, "Am I still carrying something from earlier today?"
4. End each day this week with a reflection on one emotionally difficult experience.
5. Use a brief "reset" ritual (e.g. walk, music, posture) after emotionally intense moments.
6. Each evening this week, write down one event that supported or hindered emotional recovery.
7. In a transition moment, pause and reflect, "What does this situation need from me?"

# Motivation



This section explores how consistently Steven channels emotional energy toward personally meaningful goals. Motivation reflects the degree to which he pursues objectives with purpose, energy, and persistence. Use this section to help Steven reflect on how personal purpose and ambition may shape his leadership impact and inspire others.



Steven may find it harder to initiate or sustain momentum unless prompted by external demands or deadlines. Exploring values-based goals and celebrating progress can support a stronger sense of direction. This result suggests he may struggle at times to sustain energy when goals lack personal connection or an external motivation.

## Growth Activities

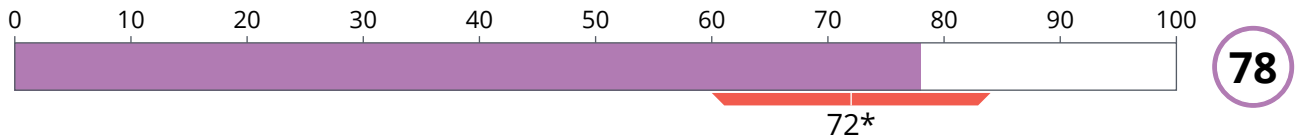
Based on Steven's Motivation score, below is a list of potential ways for him to connect with his internal drive and focus in order to channel emotional energy to pursue personal objectives:

1. Identify one moment of high energy and plan to recreate it during the next week.
2. Choose one recurring distraction and test a 3-step plan to reduce it over five days.
3. Keep a one-week log of tasks and energy highs/lows to spot trends.
4. Choose a quiet 25-minute window each day this week for a single-task sprint.
5. Start one task today by asking, "What outcome feels authentic to me?"
6. At the start of each day for five days, clear the workspace of anything unrelated to core tasks.
7. Use a five-minute timer to build momentum into stalled routines.

# Social Awareness



This section explores how attentively Steven observes emotional cues in the people around him. Social Awareness reflects the degree to which he perceives the emotions, needs, and concerns of others. Use this section to help him consider how team awareness and empathy may support trust, morale, and a culture of psychological safety.



Steven reads emotional dynamics and adjusts interpretation across many conversations and contexts. Continuing to tune into tone and timing can enrich group and one-to-one interactions. This score reflects a strong and reliable awareness of others.

## Growth Activities

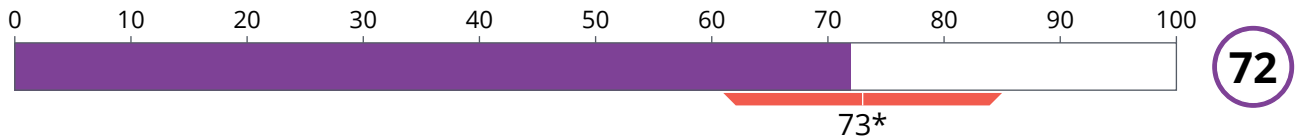
Based on Steven's Social Awareness score, below is a list of potential ways for him to refine interpersonal perception in order to ensure he is collecting and analyzing the emotional signals from the people around him:

1. Track how emotional tone spreads across group settings over two days.
2. Match delivery speed and energy with those in the conversation. Observe where this improves flow or reduces tension.
3. Identify emotional cues that come through clearly in three virtual or chat-based exchanges.
4. Practice adjusting volume, pacing, or energy in response to emotional tone in group conversations. Track the result.
5. Identify repeated cues of emotional overload during busy moments this week.
6. Select one conversation per day to observe subtle changes in posture, movement, or facial expression. Reflect on likely causes.
7. Identify unspoken signs of stress during group interactions and link them to tone, pace or emotional undercurrents.

# Social Regulation



This section explores how intentionally Steven navigates interpersonal relationships and emotional dynamics. Social Regulation reflects the degree to which he responds to the emotions of others in ways that promote collaboration, cooperation, and positive outcomes. Use this section to help him explore how considered responses may support constructive dialogue and enable high-performing teams.



Steven helps steady emotional tone at times, though he may not always recognize when support is needed. Practicing small tone-setting behaviors can help him build presence and support others with more confidence. This result reflects an emerging influence on emotional dynamics that could be sharpened through repetition.

## Growth Activities

Based on Steven's Social Regulation score, below is a list of potential ways for him to build interpersonal influence in order to positively impact each situation and leave it better than he found it:

1. Share verbal encouragement that links action and emotional impact in one interaction this week.
2. In the next emotionally complex conversation, validate feelings before offering ideas. Reflect afterwards.
3. Practice offering support in a way that respects personal space during two low moments this week.
4. Practice being present in one uncomfortable interaction. Avoid advising or redirecting prematurely.
5. Practice encouraging without minimizing emotion in two emotionally raw moments.
6. In the next support conversation, alternate between acknowledging emotion and offering structure. Observe the impact.
7. In one group conversation this week, notice when emotions shift the tone and offer a composed response to help refocus the group.

# Emotional Intelligence Quick Tips



This section offers practical, easy-to-apply tips aligned with Steven's current patterns across the five key areas of emotional intelligence. Use this section to find simple ways to help Steven strengthen his emotional effectiveness in daily situations, both personally and in working with others.



## Self-Awareness

**Recognizing internal states & understanding how they influence thoughts, decisions & actions.**

- Try to ask, "Was emotion a factor here?"
- Note one rising emotion each morning.
- Create a list of the emotions experienced this week.



## Self-Regulation

**Managing impulses & responses to stay balanced, focused & effective under pressure.**

- Schedule one recharge moment each day.
- If in a negative state, set a five minute timer & simply watch it count down.
- Journal a situation when reaction led the way.



## Motivation

**Channeling internal drive into purposeful goals & consistent forward action.**

- Write down one reason to begin a project or task.
- Write down one small win each day to stay motivated for the next.
- Choose one avoided task to start or restart.



## Social Awareness

**Noticing & understanding the emotional signals, needs & experiences of others.**

- Match tone to energy twice daily.
- Track mood shifts across three team meetings.
- When observing reactions, ask "What else could be going on?"



## Social Regulation

**Shaping emotional tone & communication to support connection, clarity & shared outcomes.**

- Identify one opportunity to boost someone's mood this week.
- Reflect on how tone landed today.
- Ask, "Did my tone help or harm the situation?"

# Impact on Performance

## Exploring Day-to-Day Impact



*This section explores how Steven's current level of activity in each area may shape day-to-day actions and performance. Each insight focuses on a key theme, highlighting where emotional presence supports outcomes and where growth could unlock greater clarity, connection, or resilience. Use this section to help him consider how day-to-day actions influences team dynamics, and where increased self- or social awareness may support stronger leadership outcomes.*

## Impact on Thought & Action

*How emotional states influence decision-making, performance, and motivation.*

Leaders who integrate emotional insight into decision-making help the team make wiser, more cohesive choices.

### **This may shape Steven's performance in the following ways:**

- Steven can notice emotion-related changes in energy or decision patterns, but not always in the moment.
- When he misses emotional influences in real time, collaborative decisions may reflect less emotional nuance or shared clarity.

**Key Takeaway:** Noticing emotional influences helps clarify why certain decisions feel harder or easier.

## Recovery & Reset

*Sustaining performance and recovering under prolonged or cumulative pressure.*

Leaders who model effective recovery show their team how to bounce back and stay energized under pressure.

### **This may shape Steven's performance in the following ways:**

- Steven may find it hard to reset, which can affect his ability to recover after setbacks.
- If recovery is delayed, others may feel unsure when he is ready to re-engage, which can slow group progress.

**Key Takeaway:** Resetting after intense moments helps reduce emotional spillover and create more stability for the team.



# Impact on Performance

## Exploring Day-to-Day Impact - Continued

### Maintaining Discipline

*Taking initiative, avoiding derailment, and progressing when external drive is low.*

Leaders who take initiative without prompts raise the energy and independence of those around them.

#### **This may shape Steven's performance in the following ways:**

- Steven may rely on external structure or direction to stay focused, which can make it challenging to sustain momentum independently.
- When drive depends on external prompts, he may place added pressure on others to maintain momentum.

**Key Takeaway:** Following through on small tasks helps build confidence and re-establish direction.

### Cue Recognition

*Picking up on facial expressions, tone, energy, body language, and other nonverbal emotional signals.*

Leaders who tune into unspoken cues can better adapt their approach to keep the team connected and aligned.

#### **This may shape Steven's performance in the following ways:**

- Steven notices common cues and adjusts his approach in familiar situations.
- Others tend to feel understood and seen when he adjusts his approach in response to social signals.

**Key Takeaway:** Noticing subtle signals helps guide conversations before tension builds.



# Impact on Performance

## Exploring Day-to-Day Impact - Continued

### Support & Encouragement

*Offering timely, appropriate responses to others' struggle, discouragement, or resistance.*

Leaders who offer timely encouragement help the team recover, re-engage, and stay confident.

#### **This may shape Steven's performance in the following ways:**

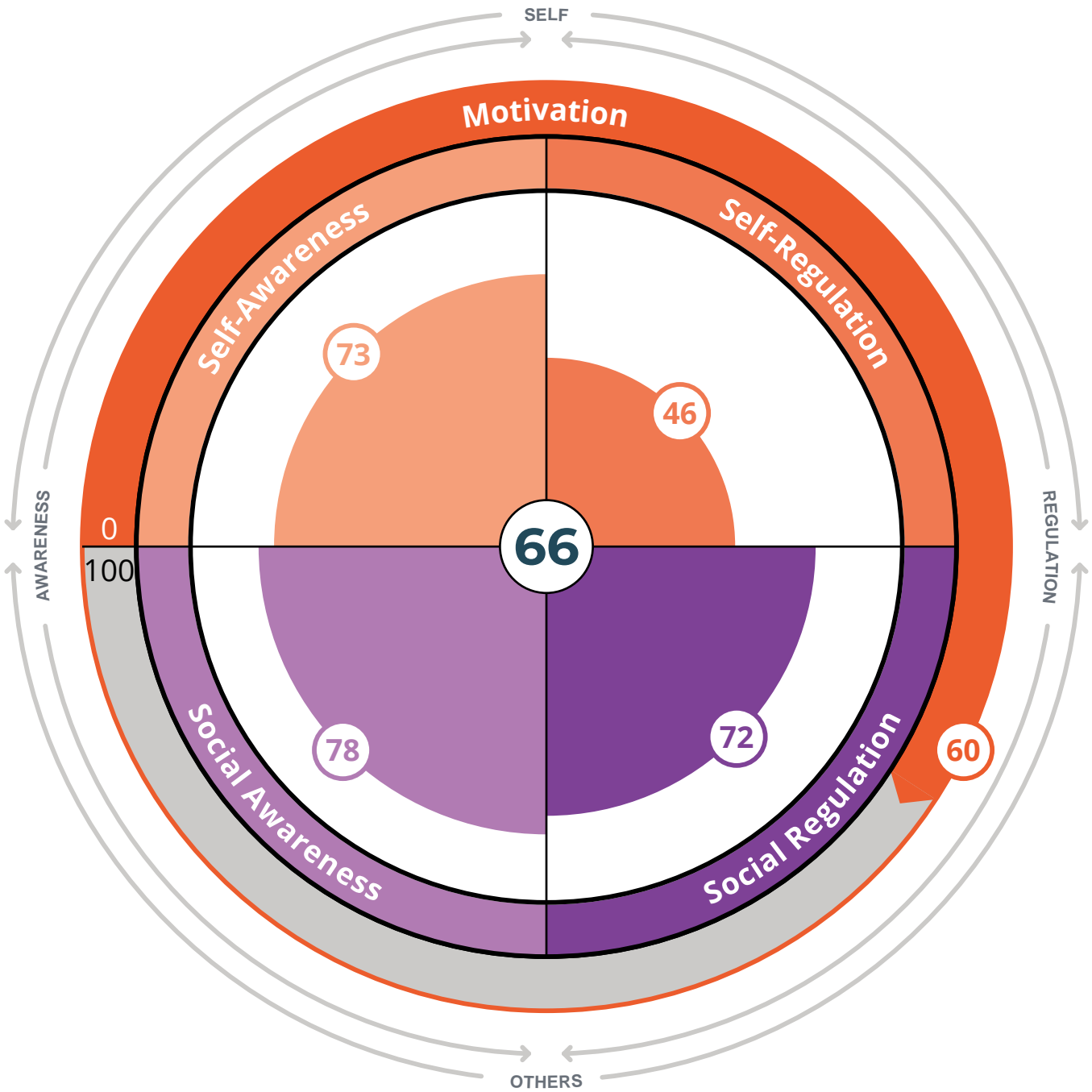
- Steven responds supportively in familiar situations, though encouragement may not always be visible.
- When support is subtle or inconsistent, others may find it harder to build a deeper connection with him.

**Key Takeaway:** Using supportive language helps maintain momentum and reduce disengagement during challenge and difficulty.

# Emotional Quotient™ Wheel



Use your EQ Wheel results to identify both strengths and areas for growth in emotional intelligence. Focus on your lower-scoring dimensions as key areas for growth and apply strategies on the next page to enhance these skills.



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# EQ Development Plan

## Turning Insight into Action



*This TTI EQ Development Plan is designed to help translate report insights into meaningful action. Targeted attention and small, consistent practices in one area often spark growth across all dimensions of emotional intelligence. Use this plan to explore and build capacity in the EQ factor with the greatest potential impact.*

### Actionable Steps for Growth:

**1. Select a Focus Area:** Review the report to identify the EQ factor with the greatest relevance right now. This may be a lower-activity area or a strength worth deepening to support current goals.

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**2. Define a Meaningful Target:** Clarify what growth in this area might look like. Focus on practical change, for example, a shift in action, response, or impact in day-to-day settings.

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**3. Commit to Small Practices:** Refer to the Growth Activities in the report to identify small, repeatable actions that build capability over time. Keep practices realistic and consistent.

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**4. Reflect & Adjust:** Pause regularly to notice shifts in awareness, confidence, or behavior. Use these reflections to refine direction and reinforce progress.

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